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*Based on NAEYC's "Understanding Anti-Bias Education: Bringing the Four Core Goals to Every Facet of Your Curriculum"
<https://www.naeyc.org/resources/pubs/yc/nov2019/understanding-anti-bias>

Climbing Up the Anti-Bias Ladder

Power Integrated with Anti-Bias Goals*

Goal 4 | Activism

How can empowerment best be used to build communities that include and support everyone who wants to be there?

- Demonstrate confidence to stand up for oneself and for others in the face of bias
- Practice skills to act when discrimination and/or prejudice are displayed

Exploring power: How can we share power for collective action?

Goal 3 | Justice

How is the physical and social community accessible to all?

- Recognize unfairness
- Understand that unfairness hurts:
 - Hurting Power: Teasing, Excluding, Bullying
 - Healing Power: Helping, Cooperating, Acting for fairness

Exploring power: How can we use our power to help get differing needs met so all have equitable opportunities?

Goal 2 | Diversity

Diversity – How can we be welcoming of all?

- Develop comfort and joy with diversity
- Create respectful, deep, caring human connections; welcoming of all

Exploring power: How can I use my power to include and support everyone in the community?

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Goal 1 | Identity

How are positive identities built?

- Build self-awareness, confidence
- Construct positive social identities

Exploring power: How can I use my power to help better understand myself and my behavior?